### Regular Meeting November 10, 2009

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Guests: Linda Lacy, M. L. Bettino, Bryan Reece, Bill Farmer, Oscar Franco, Hogap Najarian, Students ASCC
CALL TO ORDER AND PLEDGE OF ALLEGIANCE

The meeting began at 11:11 a.m. The flag salute was led by President Moore.

REPORTS

President

President Moore reported that members of the Planning and Budget Committee received a budget update at their last meeting. She posted the document that was provided at the meeting on the Senate website. The document provides a comparison between the first quarter of last year to the first quarter of this year. The college did not save as much money as it was hoped it would, particularly in wages for hourly staff. The next meeting will be on Thursday, November 19th at 2:00 p.m. in the Boardroom.

Vice President

Vice President Hoppe-Nagao reported that TalonNet was discussed at the last Technology Based Learning Committee. The system will be upgraded in the spring. As part of the upgrade, there will be an evaluation program for distance education faculty so they may conduct evaluations for their classes.

Secretary

Secretary Ukita reported that students planning to apply to Cal State Fullerton for Fall 2010 should submit their applications as soon as possible. While they will accept applications until November 30th, CSUF will be closed the week of November 20-27 due to furloughs. Students needing to speak to CSUF staff for admissions guidance need to do so before the 20th. Secretary Ukita also announced that there will be a few more CSU and UC application workshops, and that dates and times are posted on the Transfer Center website.

CCFF Liaison

President Stolze reported that the Board of Trustees approved the tentative agreement at the last Board meeting. The bargaining team will work with Human Resources to schedule the 2009-2010 round of bargaining, which will include the transfer of mandatory subjects to bargaining from the current faculty handbook into the contract. President Stolze further reported that the CCFF has a newly constituted bargaining team consisting of him, Bob Chester, Suzanne Crawford, Julie Ivey, and Maria Vega. Also, David Fabish is now the chair of the contract development committee, which will help the union in preparing articles to bring to bargaining.

College President

President Lacy announced that a new Board of Trustees member will be sworn in on December 9th. Shin Liu defeated Carmen Avalos. President Lacy reported that she will be attending the Community College League of California conference in Sacramento, where she expects to receive updates with respect to what may happen with mid-year cuts. There is a projected 13 billion dollar shortfall. President Lacy also reported that the
OFFICIAL MINUTES

Educational Master Plan committee is working very well, and should have a product in time for the March accreditation report.

MINUTES

Motion: It was moved by Senator Johnson and seconded by Senator Soden to approve the minutes of 10/27/09.

Discussion: Secretary Ukita explained changes that had been made since sending the unofficial minutes via email the previous week.

Action: Minutes was unanimously approved as corrected.

APPOINTMENTS AND NOMINATIONS

Committee Appointments
President Moore explained that due to scheduling conflicts, Secretary Ukita will not be able to serve on the selection committee for the Vice President of Business Services position. She asked if anyone had any objections to her replacing Ms. Ukita. There were no objections, so President Moore will join Bernie Negrete and Solomon Namala as the third faculty member on the committee.

ANNOUNCEMENTS/INFORMATION ITEMS

Nominations for Outstanding Faculty
Nominations for Outstanding Faculty are now open and will continue to be open until Wednesday, December 2nd.

Plenary Session Resolutions
Senator Soden will be attending the fall plenary session of the Academic Senate for the California Community Colleges, and will serve as Cerritos College’s delegate to vote on the resolutions. President Moore sent the latest version of the resolutions via email. Senator Soden invited the senators to send her emails through Friday evening with their input on resolutions.

Other Announcements
President Moore announced that accounting professor, Peter Maloney, has coordinated an opportunity for students to meet Robert Rodriguez, who is a fund manager recognized by Money Magazine. Mr. Rodriguez had expressed an interest in talking to students, as he shares a similar personal story to many of the students at the college. The event will be on Thursday, November 12th at 11:00 a.m. in S 201.

SENATE DISCUSSION

Student Success Plan
Motion: It was moved by Secretary Ukita and seconded by Senator Obasohan to approve the Student Success Plan.

Action: Motion was unanimously approved save one abstention.

EEOAC Draft Selection Procedures
President Moore reported that she met with student leadership last week, and they agreed to that the students could have ten minutes to speak to the issue of student inclusion on faculty selection committees. Just before the students spoke, Senator Soden announced that she contacted the Vice President of the Academic Senate for the California Community Colleges who confirmed that students do have a role in various campus functions per Title 5, which could be interpreted to allow students to be a part of faculty hiring processes.

The students spoke for several minutes. The speakers emphasized that
should they be included on faculty selection committees, they would only be voicing their opinions (and would not be voting), and that they should have a say in who is hired. Clarification was requested as to the use of the term “expertise” in the section on non-voting members. It was explained that the section addresses two different types of people: students as well outside experts in the field. President Moore acknowledged that the section could be rewritten for clarification. It was also pointed out, however, that students do have expertise—in being students.

The students made clear their strong belief that they should participate in the process. One student noted that the students do respect the faculty opinion, and they will trust that the faculty will make a decision that will benefit the students. Another student shared his personal story about how Cerritos College has transformed his life. He explained that the discussion of this issue has affected his perception of how he is accepted at the college, and that it has discouraged him from becoming more involved. Another student shared how faculty have helped her learn how to be a leader, and that she has met a lot of people who have made a difference.

President Moore thanked the students for coming. She then asked the senators to talk to their division/department faculty before the next Senate meeting on the 24th. She also made clear that as non-voting members, students would not hold up committee meetings if they had to miss one.

Several senators weighed in on the issue, offering comments, opinions, and suggestions:

- The section on prohibitions to serving on a selection committee (section six) could support the section on selection committee composition (section seven). For instance, it could be stated that if a student is currently a student of an applicant, he or she could not serve on the committee. Or, there could be provisions included specifying why a student may be removed if there is a conflict of interest.

- While adding a student would make some things more complicated, faculty should not be afraid of what would essentially be advisory representation.

- The hiring process should mirror the evaluation process, and the evaluation process includes student participation.

- The interview process—particularly for large departments—could take a few days, and could be in the middle of summer. If student participation were required, there may be problems if a department wants to go forward with faculty hiring during a time when the ASCC may not be meeting or fully functioning. Perhaps student participation could be optional, but from the point of the ASCC. They could choose not to include a student if it is difficult for them to send someone forward.

- The students just want to be part of the process, and denying them the privilege is sad.

- There is a need to address the issue of how long the committee would have to wait for the ASCC to forward someone.

- Discrepancies across the selection processes might be a concern for accreditation.

- Should consider if there would be any legal ramifications of being
inconsistent in hiring processes if, for instance, one department includes a student in its process, but another department does not

- Could consider what is being done at other campuses, such as having the finalists teaching a class with a room full of students who could be surveyed, which would allow more students to participate.
- Could use the word “preferable” rather than “optional.”
- Students can participate in shared governance in many different ways.
- The fact that the students have had the opportunity to contribute to the discussion is significant and reflective of a true democratic process.

President Moore asked the senators to go back to their divisions and departments and gather feedback, so a decision can be made at the next Senate meeting.

The body was reminded that the Senate will have the opportunity to look at document again after it goes back to the EEAOC, and that it will eventually vote on it.

Clarification was requested with respect to non-voting committee members who do not attend meetings. A non-voting member should not have the option of attending some of the interviews and not others, as it would change the atmosphere of the interview process. There is not anything currently in the document that explicitly addresses the issue, though section 11 does address what to do if a voting member could not attend interviews once candidates are selected for interviews.

Before moving onto the next issue, a suggestion to delete the word “optional” in the heading of section 7.3 was received. President Moore then called attention to section 15, which identifies the make-up of the finalist interview committee. The current policy (from 1991) calls for the President, appropriate Vice President, and Chair of the selection committee. President Moore noted that President Lacy had previously made known that her preference is to include the vice president. She also explained that if there is not agreement on this issue, then what is currently in place would stand. She then asked for discussion on whether the dean/area manager should be added to the final interview in addition to the vice president or instead of the vice president. The Senate discussed this topic for the rest of the meeting. A few comments emphasizing the importance of the selection process remaining faculty-driven were offered. A couple senators were clearly wary of including another administrator. Some senators voiced support for optional inclusion of the dean/area manager at the final interviews. One senator shared her positive experiences working with vice presidents and deans at final interviews. Another pointed out that the chairperson of the first committee is supposed to represent the committee’s point of view, which would include the dean’s point of view. Yet another observed that the dean could serve as back up to the faculty chair.

President Moore explained how this issue ties into the “10+1” (which identify academic and professional matters over which the Senate and the District must consult collegially). She shared her understanding that since faculty hiring is a “mutually agree” item, if agreement cannot be
reached, then what was in the old policy would remain. Since the old policy calls for the vice president at the final interview and not the dean, then it will remain that way if agreement on changing it cannot be reached. One of the senators pointed out that President Lacy has already expressed her interest in having the vice president at the final interview, thus she will get what she wants regardless. Another senator reminded the body that administrators come and go, yet the document could be in place for many years. Yet another shared that prior to 1991, the dean was always on the finalist committee. He also shared a story demonstrating the power that at least one former dean had over different presidents. In all of his years as dean, only once was he not able to get the candidate he wanted for a full-time faculty hire.

President Moore again asked the senators to talk to their faculty so a decision can be made.

ADJOURNMENT

Meeting adjourned at 12:25 p.m.

Minutes respectfully submitted by Faculty Senate Secretary, Traci Ukita.

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For further details of the meeting, audio recordings are available in the Faculty Senate office located in the Office of Academic Affairs.

NEXT SENATE MEETING
TUESDAY, NOVEMBER 24, 2009
11:05 A.M.
BOARD ROOM

Faculty Senate Office Hours: 8:00 a.m. – 5:30 p.m. Monday through Thursday and 8:00 a.m. to 4:30 p.m. Friday.

Debra Moore
President
Ext. 2219

Angela Hoppe-Nagao
Vice President
Ext. 2851

Miriam Tolson
Program Assistant II
Ext. 2217

Traci Ukita
Secretary
Ext. 2592

Visit the Faculty Senate Web Page www.cerritos.edu/faculty-senate for agendas, minutes and other information of interest to faculty, staff and others.